



Calgon Carbon Corporation / Chemviron: Slavery and Human Trafficking 2016-2017 Statement

This statement is made in accordance with the requirements of s.54 of the (UK) Modern Slavery Act 2015. It sets out the steps that Calgon Carbon Corporation, together with its Chemviron European organization, has undertaken during the 2017 financial year and the measures it is currently applying to ensure that slavery and human trafficking is not taking place across the group's entities (including its UK subsidiary Chemviron Carbon Ltd. and its Belgian direct holding company, Chemviron S.A.), or in our supply chains. This statement will be updated annually.

WHO WE ARE

Organizational structure and activities

Calgon Carbon Corporation, together with its Chemviron European organization, is a global manufacturer, supplier, and developer of activated carbons, innovative treatment systems, value added technologies and services for optimising production processes and safely purifying the environment. We have an industry leading R&D facility, where some of the industry's leading visionaries strive to create new technologies, expand service capabilities and create process improvements. From drinking water and wastewater treatment, to odour control, chemical and pharmaceutical manufacturing or processing, we have the experience and capabilities that provide value to our clients every day, across the world.

We produce a range of pulverised, extruded and granular carbons, including acid washed and impregnated products for use in a wide range of air, gas, water and process applications. We also market granular and powdered wood-based activated carbon, diatomaceous earth and perlite filtration media which are used in various applications including food and beverage, industrial, fine chemicals and pharmaceuticals.

With approximately 1400 employees worldwide, including 575 in Europe and head quartered in Belgium, Chemviron has a network of sales offices in Germany, France, Denmark, Sweden and the United Kingdom as well as an extensive network of Agents and Distributors worldwide.

In the United Kingdom, our reactivation centre is located in Tipton (West Midlands) and we have a [speciality activated carbon](#) manufacturing plant located in Ashton-in-Makerfield, near Manchester. Chemviron Cloth Division (CCCD), located near Newcastle, produces [Activated Carbon Cloth](#), under the FLEXZORB® brand name, for a range of special applications.

Our Supply Chain

We maintain many relationships with different organisations in our supply chain, ranging from our material suppliers, human resources partners (recruitment and interim staffing agencies), to our various service providers and partners, including constructors engaged to modernize our various facilities, and our network of agents in distributors to sell our products.

OUR POLICY ON MODERN SLAVERY AND HUMAN TRAFFICKING

- We have a "Combating Trafficking in Persons" policy in place, which provides for our internal norms regarding this matter.
- In addition, we have a Code of conduct in place as well as various internal policies that apply throughout the entire Calgon Carbon Corporation, fostering an ethical behaviour and setting the core values governing our conduct in our daily activities, including our relations with our partners in our supply chain.



- We are committed to comply with all the laws applicable to our business, in particular all labour, health and safety laws towards not only our own employees but also all interim staff, consultants and anyone entering our premises.
- Our attitude towards modern slavery and human trafficking is zero tolerance and we expect all those in our supply chain to comply with this standard stemming from our values.
- We will not forge commercial relationships with any business which we know is involved with slavery or human trafficking.
- If a supplier or any other partner is suspected of involvement in slavery or human trafficking, they will be investigated and, if the suspicions are substantiated, Calgon Carbon Corporation or, as the case may be, Chemviron, will take measures which could include the termination of our relationship with them. We also reserve the right to report such partners to the relevant authorities, where appropriate.

STATEMENT - WHAT WE ALWAYS DO AND DID IN 2017

Our employees

- We comply with all applicable laws in the jurisdictions where we do business, in particular, all applicable employment, labour, health, safety and human rights laws.
- We do not employ children or anyone below the legally-allowed age under local laws.
- We sign a contract of employment with all of our employees and we ensure that they all have the right to work in the jurisdictions where we employ them;
- We declare all of our employees to the tax and employment authorities of all the jurisdictions where we employ them.
- We permit our employees to be unionized.
- We have work councils in our European organizations where both employees and ourselves are represented.
- We provide all the necessary work and safety tools, equipment, gears, facilities, training, etc. to our employees for them to perform their work comfortably and in the safest way.
- We do not hold any of our employees' passports, work or residency permits or certificates or authorization, and do not hold them in their employment against their will. Our employees are free to leave their employment subject only for them to comply with their contractual and legal obligations, the same way we comply with our own.
- We reviewed our existing records for employees as well as temporary our interim staff and ensured to have complete records, with all documents evidencing our employees' right and freedom to work with us.

Our recruitment and interim staffing agencies

- We do not permit our agencies to employ children or anyone below the age under local laws and we ensure that the interim or future staff they refer to us all have the right to work in the jurisdictions where they will be employed for our activities;
- We declare all of our employees to the tax and employment authorities of all relevant jurisdictions;
- When we have doubts about a particular (future) employee, for example, who is not a national of the jurisdiction where he or she is intended to be working, we investigate and verify more thoroughly ask for more evidence from our agencies, when need be, prior to hiring he or she.
- We provide our all the necessary work and safety tools, equipment, gears, and facilities etc. to our interim staff for them to perform their work in the safest and comfortable way.
- We disclose truthful and accessible information regarding our advertised employment opportunities and prohibit the use of fraudulent practices during the recruitment of our employees.
- We only work with professional recruitment companies that comply with the applicable labor law.
- We do not charge recruitment fees of any kind to candidates and recruits.

Our other supply chain partners

- We expect all of our partners to comply with all applicable laws, and in particular, all applicable employment, labour, health, safety and human rights laws.



STATEMENT - WHAT WE WILL DO

Compliance & Risk assessment & Due Diligence

Internal processes and direct and interim employment

- We will review our compliance and risk management processes in relation to employment law, human rights, modern slavery, forced labour and the protection of vulnerable and exploited workers, in order to better detect and assess the areas of risks or where there is a necessity for improvement, if any, and determine further steps to prevent modern day slavery and human trafficking.
- We will focus on our recruitment and interim agencies and review our contracts with them and where we feel necessary, we will ask them for either a specific commitment on the above topics or for the inclusion, in our contracts with them, of clauses to this effect.

Other supply chain partners

- Our UK business supply chain is worldwide based and we would expect our partners to, at best, already have anti-slavery and human trafficking policies and procedures in place, and at the very least, to comply with all applicable laws on labour, employment, health, safety and human rights which we are confident are strict enough on the prohibition and prevention of human slavery and trafficking.
- We reserve the right to perform random checks and audits to any of these suppliers.
- During our supplier qualification process, all of our worldwide activated carbon suppliers receive a quality questionnaire, in which we will include ethics questions and confirmation statements about modern slavery, forced labour and human trafficking. For all other suppliers, we will add a similar statement to our new supplier's registration process.

Management, Communication and Monitoring Processes

Internal processes and direct and interim employment

- We will ensure that all of our future agreements with agencies as well as relevant partners include a clause on compliance to employment law as well as respect of human rights and negative covenants on modern slavery, forced labour and human trafficking.
- We will communicate our policy internally to all of our employees (permanent, temporary, interim).
- We will review our reporting and whistle blowing systems currently in place to encourage the reporting, by our employees of concerns and the protection of whistle blowers relating to our policy.
- We are committed to comply with public requests for access to facilities for the prevention of human trafficking and slavery, as required by law.

Other supply chain partners

- We will expect our commercial partners to act consistently with our anti-slavery values.

The Calgon Carbon Corporation / Chemviron 2017 Statement was:

- approved by the Calgon Carbon Corporation Board on February 15, 2018
- and signed by Chad Whalen, Senior Vice President, General Counsel and Secretary on February 15, 2018

This 2016-2017 Statement was approved by the board of directors of Chemviron S.A. on March 1, 2018 and signed by Reinier Keijzer, Managing Director ("administrateur-délégué") on March 1, 2018

A handwritten signature in blue ink, appearing to be "R. Keijzer", is written over the text of the signature line.